US Army Corps of Engineers®

"INVESTING IN PEOPLE….THE TO FULFILLING THE VISION"

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An Update
Revising the CP-18 Master Intern Training Plan

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August 2007

Mission and Reasons

- Mission:

  "Review and revise the Master Intern Training Program (MITP) for CP-18, establishing a common introductory curriculum, flexible rotational assignments, and specific functional assignments for ALL CP-18 Interns, assuring their development into fully functional Army employees."

- Rationale:

  Collective drumbeat of feedback from current interns:

  - **Uneven organizational orientation, mentorship and IDP**
  - **Rotational assignments made without intern input**
  - **Intern training plan not used for locally funded interns**

- Purpose:

  - **Address concerns of interns**
  - **Improve quality of the program for all interns**

Avenues of Approach

- New Champion - Mr Robert Slockbower
- Principles for Intern Development
- Best Practices
- Document Research
  - ✓ CPOL for other ACTEDS Plans – CP 11 & 36
  - ✓ CP-18 Website
  - ✓ Army Standard Template and Format for ACTEDS Plans including MITP
- Moving to Army Standard

Intern Development Principles

- Strategically Aligned with Army
- Competency Based
- Deliberate Process
- Uniformly Applied
- Supervisor/Mentor/Intern Driven
- Performance Based
- Tracked Progress
- Evaluated
- Learning Organization Environment

ARMY Standard ACTEDS Plan

- **Section I - Introduction**
- **Section II – ESRC Career Program Overview**
- **Section III – CP Management Responsibilities**
- **Section IV – CP Training, Education, and Development**
- ***Section V – Intern Training Program***
  - ✓ ***Functional Area Master Intern Training Plans***
- **Section VI – Acquisition Career Field: Facilities Engineering**
- **Section VII – Supporting Details and Annexes**

Section V
Intern Training Program

- General
- Position Management and Funding
- Purpose
- Progression
- Mobility
- Evaluation and Tracking
- The Training Plan
- Equivalency Credit for Training
- The IDP
- Recruitment Options

MITP Structure

Phase I	Phase II	Phase III
Orientation	Functional Appendixes	Target Position
Mandatory	Corps Rotations	
Optional	IMCOM Rotations	
	Cross Rotations	

The Master Intern Training Plan

- **Core Plan (Section V)**
  - ✓ General
  - ✓ Structure
  - ✓ Roles
  - ✓ Common Requirements

- *Engineering*
- *Construction*
- *Planning*
- *Environment*
- *Operations*
- *Research and Development*
- *Public Works*

- **Functional Area Plans (Appendices to Section V)**
  - ✓ Functional Area Proponent Perspective
  - ✓ Functional Area Unique Training Requirements
  - ✓ Specific Rotational Assignment Objectives
  - ✓ Functional Area/Target Position Assignments

Section V – Intern Training Functional Area Plans

Appendices to Section V

- **Sample Functional Area Plans**
  - ✓ **Public Works**
  - ✓ **Environmental**
  - ✓ **Functional Area Plans**
  - ✓ **Individual Development Plan**
  - ✓ **Rotational Assignment Evaluation Forms**

See Templates and Samples

at

http://ulc.usace.army.mil

- **ULC Support**
  - ✓ **Review and Formatting**
  - ✓ **Crosswalk FA Plans with other FA Proponents for consistency and sharing of ideas**
  - ✓ **Coordinating Corporate Agreement**

Tracking Intern Development

- **Current - Individual Development Plan (IDP) and TAPES/NSPS(TBD)**
- **Evaluations and Tracking**
- **Coordination and Evaluation of Rotational Assignments**

What's Next?

- Complete Functional Area Appendices
- Crosswalk Competencies
- Update CP-18 Web-pages
- Complete Intern Development Handbook

Summary of Benefits

- **Demonstrates FC/FCR** and **Command concern** for **interns**
- **Provides common core experience for all interns regardless of MACOM or funding source**
- **Develops technical** and **business process competency**
- **Implements** command guidance **for intern professional development**
- **Enhances retention**
- **Supports ACES** to:
  - ✓ **Grow** the "Pentathlete"
  - ✓ **Develop** capable, world-class workforce **with** expeditionary mindset
  - ✓ **Develop mindset** for **Life-Long Learning**

CP – 18 ACTEDS/MITP Update

- **Questions?**
- **For detailed info – Click here**

  http://ulc.usace.army.mil
- **Points of Contract:**

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